



NAVAL
POSTGRADUATE
SCHOOL

MANPOWER SYSTEMS ANALYSIS PROGRAM

Naval Postgraduate School
Graduate School of Business and
Public Policy

March 2003

Manpower Systems Analysis: Mission



- **To educate officers in the design, analysis, and management of MPT systems**
- **To conduct research that supports Navy's M&P Strategy**

Education

- **Resident Graduate Education**
 - **Manpower Systems Analysis (MSA)**
 - **Information Sciences**
 - **Operations Research**
 - **Human Systems Integration**
- **Manpower Short Courses**
 - **Continuous Learning for HR (1200) Officers**
- **Non-Resident Graduate Education**
 - **LEAD Program at USNA**
 - **Executive MBA**
- **Senior Executive Seminars**
- **JPME Phase I**

Life Cycle Education for HR Community

- **NPS support educational continuum for HR Community**
 - **MBA in Manpower Systems Analysis**
 - **Short course on Navy MPT system**
 - **Seminars for proven HR specialists**
 - **Provide SHRM Certificate preparation program**
 - **JPME Phase I**
 - **Manpower Certificate Course in development**

MPT System


"Spaces"



Manpower

Research

Capability

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- **25+ faculty conducting MPT research in various schools/departments**
 - Graduate School of Business and Public Policy
 - Information Sciences
 - Operations Research
 - Defense Resources Management Institute
 - Research Institutes
 - Research Centers

Faculty Expertise

Cost-Benefit Analysis Manpower Modeling

Cost Analysis Manpower Requirements

**Decision Support Systems Organizational
Effectiveness**

Force Structure Optimization

Training Simulation

Leadership Development Policy Analysis

Enlistment Supply Retention Analysis

Personnel Economics

Research at NPS

Supporting CNO's "War For Talent"

- **Research focus on supply-related topics:**
 - **Recruiting**
 - **Attrition**
 - **Reenlistment**
 - **Officer**
 - **Distribution**



Recruiting Projects



Project ***Sponsor***

- **Recruiting Station Location** *Navy*
- **Recruiter Productivity** *Navy*
- **Recruiter Intel Agent Modeling** *Navy*
- **Recruiter Incentive Programs** *Army*
- **Success of GED Recruits** *Navy*
- ***Analysis of 'Volatile' Contracts and DEP Attrition*** *Navy*

Enlisted Retention Projects



Project

Sponsor

- **Web-based Exit Survey** *USMC*
- **Navy Enlisted Compensation and Retention Models** *Navy*
- **Analysis of Lump-Sum SRB Payments** *USMC*

Distribution Projects



Project Sponsor

- **A Re-design of Navy's Enlisted Navy Personnel Distribution Center**
- **Command and Sailor Preferences Navy In a Two-Sided Matching Distribution Process**
- **Simulation and Experimental Models of Navy Enlisted Detailing and Assignment** Navy
- **Effective Visualization for Navy Career Information and Evaluation** Navy

Officer Projects



Project

Sponsor

- **Cost of Commissioning Programs** *Navy*
- **Ship Officer Staffing Guide** *Navy*
- **Cost-Benefit Analysis of Graduate Education**
Navy
- **Commissioning Source and Career Paths** *OSD/USMC*
- **Analysis of Lateral Transfers of Navy Officers** *Navy*
- **Technical Skills of Junior URL Officers** *Navy*

Other Projects



Project Sponsor

- **Evaluation of JROTC Programs Navy**
- **Cost-Benefit Analysis of
Zero Tolerance Drug Program Navy**
- **Review of the Disability Evaluation
and the LIMDU Assignment Process
Navy**

Role of Thesis Students



- **Refine HR competencies and develop critical MPT/HR skill sets**
- **Provide (Emergent) quick turnaround analyses**
- **Assist BuPers and HQ USMC manpower and personnel analysts**

MSA “Thesis Day” at Navy Annex – 28 Feb

03

- ✓ **Effectiveness of CNO Priority Manning System**
- ✓ **Impact of Personnel in Medical Status on Fleet Readiness**
- ✓ **Volatility of DEP Attrition**
- ✓ **Two-Sided Matching for Navy’s Enlisted Detailing**
- ✓ **Officer PME and Graduate Education Programs in USMC**
- ✓ **Career Development of USMC Officers**

Thesis Abstracts and Information

www.sm.nps.navy.mil/msa




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BACK-UP SLIDES

Selected Manpower Theses



- **“Determinants of Retention NFO’s,” LT Fagan**
- **“Analysis of OCS Curriculum and Training Value to Surface Warfare Community,” LT Vaas**
- **“Analysis of USMC Enlisted Commissioning Programs,” MAJ O’Brien**
- **“Performance of USNA Graduates at TBS,” MAJ Finley**
- **“Navy Compensation and Retention Models,” LCDR Bellas and LT McNally**
- **“Modeling Recruit Decision-Making Using Intelligent Agents,” LT Short, MAJ Ng, MAJ Soh, LCDR Robards, MAJ Tan, and MAJ Yeong**

Manpower Theses (Cont'd)

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- **“Predictors of Junior Submarine Officer Technical Competence,” LT Polk**
 - **“A Comparison of the Officer Development Programs of USNA and USAFA,” LT Volpe**
 - **“High School Student’s Attitudes Toward Naval Service in Mexican-American Communities,” LT Hernandez**
 - **“Retention of Fixed-Wing Aviators,” LT Supko**
 - **“Long-Term Effects of Commissioning Source on Mid-Career Progression in Submarine Community,” LT Serrano**

Manpower Research Faculty

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- **Buttrey, Samuel** Assistant Professor, PhD, UC Berkeley.
DCSPER Chair of Manpower Modeling.
 - ★ **Crawford, Alice** Senior Lecturer, MA, San Diego State Univ.
Personnel Training, Leadership Development.
 - ★ **Dolk, Daniel** Professor, PhD, University of Arizona.
Management Information Systems, Decision Support Systems.
 - ★ **Eitelberg, Mark** Professor, PhD, New York University.
Military Manpower Policy.
 - **Estrada, Armando** Assistant Research Professor, PhD, Texas,
Military Manpower Policy.
 - **Raymond Franck**, Visiting Professor, Ph.D., Harvard
University. Defense Economics.

Manpower Research Faculty (Cont'd)

- **Gates, William** Associate Professor, PhD, Yale University. Intelligent Agent Modeling, Manpower Costing.
- ★ **Gue, Kevin** Assistant Professor, PhD, Georgia Tech. Optimization Models, Recruiting Analysis.
- **Hocevar, Susan** Assistant Professor, PhD, Univ. of Southern Cal. Organizational Analysis, Survey Methods.

Manpower Research Faculty (Cont'd)

- **Kamel, Magdi** Associate Professor, PhD, Univ. of Pennsylvania
Management Information Systems.
- **Kang, Keebom** Associate Professor, PhD, Purdue University.
Manpower Modeling, Recruiting Analysis.
- **Laurence, Janice** Research Associate Professor, PhD, George Mason. Univ. Manpower Policy, Military Psychology.
- ★ **Mehay, Stephen** Professor, PhD, UCLA.
Manpower Analysis and Modeling.
- ★ **Nissen, Mark** Associate Professor, PhD, Univ. of Southern Cal.
Decision Support Systems, Intelligent Agent Modeling.

Manpower Research Faculty (Cont'd)

- * **Roberts, Benjamin** Senior Lecturer, PhD, Penn State Univ.
Job Design, Executive Education, Personnel Processes.
- * **Rosenthal, Richard** Professor, PhD, Georgia Tech.
Optimization, Manpower Modeling.
- **Thomas, Gail** Associate Professor, EdD, Arizona State Univ.
Management Communications, Diversity Analysis.
- * **Thomas, George** Professor, PhD, Purdue Univ. Managing
Diversity, Executive Education, Manpower Modeling.